

Ref: Midterm/506816/2021

Date: 05-Aug-2021

Name (Employee ID) : Pratik Sarangi (506816)
Band : U2
Cluster : SBU D-NS
Country,Currency : India,INR

Dear Pratik Sarangi,

Your India compensation has been revised with effect from 01-Aug-2021 as per below structure.

Components	Current Per Annum	Revised Per Annum
Basic Pay	185,680	242,168
House Rent Allowance	129,976	169,518
Conveyance Allowance	0	0
Flexible Benefits Plan ⁽¹⁾	78,261	116,674
Statutory Bonus ⁽²⁾	48,000	48,000
Provident Fund (12% of Basic Pay)	22,282	29,060
A. Fixed Pay	464,199	605,420
B. Variable Pay ⁽³⁾	51,578	67,269
Cost to Company (CTC) (A+B)	515,777	672,689
C. Gratuity ⁽⁴⁾		11,648
D. Medical Insurance Premium ⁽⁵⁾		7,387
Total Cost to Company (TCC) (A+B+C+D)		691724

- **Flexible Benefit Plan:** Associates will also be given an option to restructure their "Flexible Benefit Plan". For more details on eligibility and limits, please refer to Flexible Benefit Pay policy on BMS
- **Statutory Bonus:** if applicable, shall be paid in 12 equal monthly installments in advance along with your monthly salary
- **Variable Pay:** Variable Pay (VP) amount mentioned is at 100% payout and payable as per Variable policy applicable for the Financial Year. For more details, please refer to Variable Pay policy on BMS.
- **Gratuity:** Gratuity shall apply as per "Gratuity Act 1972".
- **Medical Insurance Premium:** In addition to the above you are eligible to be covered under: Existing Group Term Life Insurance cover providing Life Insurance Coverage, Group Personal Accident Insurance and Medical Insurance scheme providing Hospitalization coverage in terms of a floating cover.

This communication regarding your compensation and employee benefits supersedes all previous communication on the subject. Please note any information related to your salary is strictly confidential between you and the organization and you are requested to treat the same accordingly.

All other terms and conditions remain unchanged, unless intimated otherwise.

With Best Wishes,



Harshvendra Soin

Global Chief People Officer & Head - Marketing